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**Site Manager**

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| **NJC Pay Range** | Band H |
| **Responsible For:** | Site Staff |
| **Responsible To:** | Principal / Leader of Premises and Estates |

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| **Main Purpose of the Post** |

* To work with the Leader of Facilities and Estates and the respective Principal to assist in the maintenance of Trust facilities, premises, and grounds to ensure the very best environment at all times.
* To provide an efficient support service to the Principal and Leadership Team.
* To manage Academy facilities budgets relevant to the post.
* To establish and manage a proactive health and safety service and secure the necessary risk assessments for all aspects of work.
* To line manage Academy caretaking personnel and designated staff.
* To work with the Leader of Premises and Estates to assist in the maintenance of the broader Trust facilities, premises, and grounds when required to do so.
* To liaise with the cleaning contractor to deliver an outstanding cleaning service across the Academy.
* To lead and implement effective security processes across the Academy.

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| **Key Areas of Responsibility** |

*Maintain Facilities, Premises and Grounds*

* Inspect and maintain within the appropriate compliance regulations all Academy specific services such as cooling, heating, lighting, alarms etc.
* Keep a record of all maintenance checks and compliance requirements in line with all statutory guidance as set by the Trust Leader of Premises and Estates.
* Monitor, update and maintain the Academy’s asset management plan that clearly captures the land and building condition survey and determines the Academy/Trust capital development 3/5 year priorities.
* Maintain the Academy in a good state of repair, leading and managing the site team and providing outstanding service in this area.
* Develop and implement good systems and processes for the maintenance of school assets in line with published guidance.
* Review and monitor the work of contractors on site, ascertaining DBS documentation and securing signing in and out procedures.
* Lead the procurement of new service contracts to always achieve best value.
* Liaise with the grounds maintenance company to ensure the Academy has high quality and inspirational grounds and landscapes.
* Monitor and maintain the Academy’s minibus service including line management of the minibus driver.
* Contribute to the formulation, implementation and review of safeguarding arrangements.

*Cleaning*

* Liaise with the cleaning contractor to deliver an outstanding service.
* Maintain the Academy’s COSHH files and risk assessment and respond to any identified health and safety issues on the site.
* Lead and support the team in all cleaning requirements across the Academy.
* Ensure the Academy facilities are prepared appropriately for special functions, such as out of hour events, parent evenings, lettings, celebration ceremonies etc.
* Ensure the Academy facilities internally and externally are clean and safe, free of litter and ready for operation every day.

*Security*

* Manage the general security of the Academy.
* Establish site security systems and processes and ensure that these are implemented effectively by all members of the site team.
* Manage and respond to alarm call outs, ensuring agreed availability outside normal opening hours.
* Act as first point of call for liaison with the police and other emergency services in the event of break ins, trespassing etc.
* Have a meticulous approach to site security, monitoring, implementing and reviewing best practices to ensure a safe and secure learning environment for all users.

Staff

* Ensure that all team members receive regular line management, creating a culture of professional support and challenge, that enhances the quality of service provided across the Academy.
* Lead and develop staff within the team and engage with other third party service providers to deliver high quality provision.
* Ensure that effective performance management and succession planning arrangements are in place.

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| **Other Considerations Relevant to the Role** |

* The post requires working with flexibility, travelling to and from Academies and other locations as directed, for which the postholder must ensure they have the appropriate business insurance.
* Deputise for members of the Site team in periods of absence or holidays.
* Access any training, including outside normal working hours, to successfully fulfil the role.
* Undertake any other duties and reasonable requests that are in keeping with the requirements of this post, including on occasions working beyond normal working hours.

***The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility. This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Principal.***

***Maltby Learning Trust is committed to safeguarding the welfare of children and expect all staff to share this commitment. An Enhanced DBS Disclosure is required for all staff.***

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**Supplementary Information**

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| **NJC Pay Range** | Band H |

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| **Standards and Expectations** |

* Be an excellent role model, exemplifying high personal and professional standards and promoting high expectations for all members of the Trust.
* Be a highly visible, proactive and approachable presence to students, staff and other stakeholders across the Trust and at Academy/Trust events and activities while sustaining the specific demands of the role.
* Be proactive, strategically plan ahead and establish professional networks that will support and enhance the work of the Trust.
* Sustain wide, current knowledge and understanding of education and relevant business systems and processes locally and nationally, and pursue continuous professional development.
* Maintain and operate in the ‘bigger picture’ view of the Multi-Academy Trust securing the connectivity/implications of change and challenge across the spectrum of Academy operation.
* Celebrate success at every opportunity and implement ambitious strategies for continuous improvement while proactively challenging underperformance at all levels.
* Have high expectations against external benchmarks, engaging in systematic quality assurance, preparing for inspection, self-evaluation and improvement planning for all aspects of Academy life as well as specific areas of individual responsibility. Take responsibility for promoting and safeguarding the welfare of children, young people and adults within the organisation.
* Take responsibility for promoting and safeguarding the welfare of children, young people and adults within the organisation.
* Demonstrate optimistic personal behaviour, positive relationships and attitudes towards young people, professionals, parents, governors and members of the local community.
* Regularly review own practice, set personal targets and take responsibility for own personal development.

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| **Securing Policies and Compliance** |

* To keep abreast of statutory and regulatory guidelines within area of responsibility and ensure Leaders are kept up to date so that systems and processes secure compliance.
* To contribute to policy formulation and strategic direction of service area/area of responsibility.
* To promote and safeguard the welfare of students and other adults within the Learning Trust by adhering to all statutory and associated work place policies.
* To ensure compliance through highly effective quality assurance and forensic evaluation.
* To report and advise on any matter that may place the brand and reputation at risk.

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| **Leading People and Managing Performance** |

* To lead and develop staff within the team to deliver high quality performance, ensuring that effective performance management arrangements are in place.
* To ensure that teams have a clear structure, roles and responsibilities and work in an integrated way.
* To take responsibility for line managing specific individuals and teams, being accountable for their performance and ensuring that they meet the overall standards expected by the Trust.
* To lead, plan, co-ordinate and manage the work of the team, including the development of their skills/knowledge and maximising the potential of all staff through professional support and challenge.
* To provide effective leadership and operational management of the teams and functions, ensuring that staff adopt the values and expected behaviours of the Trust to deliver a high-performance culture.
* To ensure that Leaders receive high quality advice and guidance emanating from area of work/responsibility.
* To actively manage own performance and that of others, participating in the Trust’s appraisal process as Appraiser and Appraisee.

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| **Engagement with Stakeholders** |

* To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
* To lead and contribute to the development and delivery of staff and leader training and support across the Academy/Trust.
* To secure and actively engage with professional networks and collaborative arrangements with outside agencies and professional bodies associated with area of responsibility.
* To provide reports and updates to Leaders and Governors in relation to area of responsibility.
* To set clear standards for and expectations of communication with parents/carers and other key stakeholders ensuring follow up is timely, effective and appropriate.
* To work collaboratively with others to deliver added value to the Academy and Trust.
* To understand the changing community and ensure stakeholder satisfaction.

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| **Other Considerations** |

* A Disclosure and Barring Service (DBS) check at Enhanced Level is required.
* To undertake any other duties and reasonable requests that are in keeping with the requirements of this post.

This supplementary information forms part of the role description and should be used alongside the role specific information.

***Maltby Learning Trust is committed to safeguarding the welfare of children and expect all staff to share this commitment. An Enhanced DBS Disclosure is required for all staff.***